



pRide



THE NEWSLETTER BY AND FOR

SUMMER, 2001
RHODE ISLAND STATE EMPLOYEES

Public Defender Initiates Staff Diversity Program

The Office of the Public Defender has taken Governor Almond's Diverse State Government Employment Policy very seriously; and when **John Hardiman** was appointed Public Defender in June 2000, staff diversity became an Agency priority.

Unlike most state agencies, the Office of the Public Defender provides a public service that directly impacts Rhode Island's diverse communities. The goal is to create a workforce that better reflects the population from whom the Agency advocates and to gain a better understanding of the communities it represents.

The Agency has undertaken several initiatives to diversify the ethnic composition of its staff. There are currently forty-two attorneys employed by the Office, with only one minority group represented. The statewide pool of minority attorneys is very small and the competition overwhelming. In November 2000, Hardiman petitioned Chief Justice Weisberger to amend the rule for admittance of attorneys to practice law in Rhode Island. The Supreme Court amended the rule shortly after the request, allowing the agency to enjoy the same privileges as Rhode Island Legal Services and Roger Williams University Law School, in their endeavors to provide legal services to the indigent. Under the rule change, attorneys can be hired who are licensed in jurisdictions other than Rhode Island, with the condition that they become members of the Rhode Island Bar in the near future. The goal is to expand the pool from which minority candidates are recruited. Future searches will include advertisements at law schools with a high percentage of minority students such as Howard University, and advertising in metropolitan areas where large numbers of minority lawyers practice.

Under Hardiman's direction, the Agency recently scheduled a meeting with various minority community leaders to form a long-term partnership that would be mutually beneficial. The meeting was well attended and community leaders praised the Agency's efforts in this regard. This partnership will provide ongoing communication, information sharing and assistance for the community, and will serve to attract minority candidates for employment within the Agency.

Regarding minority lawyer recruitment, the Agency is participating in the Bar Association's Rhode Island Law Firm Group, which is the arm of the Bar, established to recruit and retain qualified minority candidates.

The Agency is also expanding its usual advertisements for non-attorney positions beyond state postings to include local newspapers and the Rhode Island Lawyers Weekly. As a result of these advertisements, there was a significant increase in minority candidates applying for vacant secretarial and investigator positions. Within the last six months, the Agency has hired minority candidates (African American and South East Asian) for two out of three vacant secretarial positions, and a Hispanic candidate for one of its two vacant investigative positions.

Other Public Defender Diversity staff initiatives include the establishment of a formal training and education program for all staff. These programs have been an effective means by which other Public Defender agencies nationwide have retained talented and skilled staff. The

Agency also utilizes loan deferments and/or forgiveness incentives as recruitment tools, and assists employees in securing these benefits.

The Office of the Public Defender has a strong and positive commitment to diversify its staff, and this is evidenced by its significant efforts in the implementation of programs and policies promoting minority recruitment and retention.



Public Hearings State of Rhode Island



To identify the concerns of people with disabilities and their families

Monday, August 20th

2-4 PM Zamburano Hospital, Auditorium, Wallum Lake, on Rte. 100, Pascoag

5-7 PM - Rehabilitation Hospital of RI (Fogarty), McAvinn Conference Rm.
116 Eddie Dowling Highway, North Smithfield

Tuesday, August 21st 5-7 PM

DHS - Family and Child Center, 206 Elmwood Avenue, Providence

Independence Square II, Conference Room

Independence Way, Kingston (on 138, just west of the URI Campus)

Wednesday, August 22nd 5-7 PM

Warwick Public Library, Large Conference Room, 600 Sandy Lane, Warwick

Thursday, August 23rd

5-7 PM - Independence Square I, Conference Room
500 Prospect Street, Pawtucket

5:30-7:30 PM - Newport Hospital, Community Conference Room
11 Friendship Street, Newport (parking off Powell Avenue)

Friday, August 24th 2-4 PM

Arnold Conference Center, Regan Building # 60

John O. Pastore (formerly Howard) Center, Cranston

Comments may be made in person during the hearing, or you can mail, fax or e-mail them by August 28th to: **Governor's Commission on Disabilities**

John O. Pastore Center - 41 Cherry Dale Court, Cranston, RI 02920-3049
462-0106 (fax) or disabilities@gcd.state.ri.us (e-mail)

For more information or to sign up to testify call: 462-0100 or 462-0101(tty).

We ask that you use unscented personal care products - that you not wear perfumes or scents to an environmental illness accessible event. Please realize that what may seem to you to be a mild fragrance can constitute a toxic exposure for a person with an environmental illness.

To request accommodation needed to ensure equal participation, please contact the Commission at least 3 business days before the hearing so arrangements can be made to provide such assistance at no cost to the person requesting it.

CART Recorders (real-time captioning) will be available at all sites.

Interpreters for the Deaf will be available at some locations.

Spanish Language Interpreters will be available, as requested.

Lincoln Almond, Governor

These hearings are co-sponsored by the commissions, departments, and organizations listed below that provide services and/or advocate on behalf of people with disabilities:

Commission on the Deaf & Hard of Hearing, Jan Luby, Chairperson; **Council on Assistive Technology**, Marie Younkin-Waldman, Chairperson; **Department of Elderly Affairs**, Barbara Rayner, Director; **Department of Health**, Dr. Patricia Nolan, Director; **Department of Human Services**, Christine C. Ferguson, Director; **Department of Mental Health, Retardation & Hospitals**, A. Kathryn Power, Director; **Governor's Advisory Council for the Blind & Visually Impaired**, Donald Deignan, Chairperson; **Governor's Commission on Disabilities**, Doreen McConaghy, Chairperson; **Governor's Paratransit Taskforce**, Clark Green, Chairperson; **Long Term Care Coordinating Council**, I. Governor Charles J. Fogarty, Chairperson; **Mental Health Association of RI**, Cynthia O'Neil, Executive Director; **Ocean State Association of Residential Resources**, Mary Madden, Executive Director; **Ocean State Center for Independent Living**, Lorna Ricci, Executive Director; **P.A.R.I. Independent Living Center**, Leo Camuel, Executive Director; **State Rehabilitation Council**, Carol Krause-Ferraro, Chairperson; **Statewide Independent Living Council**, Robert Bryan, Chairperson



FROM THE GOVERNOR'S OFFICE

Executive Orders

- 00-3.1 5-31-01 Continuation of RI Select Commission on Race & Police-Community Relations.
- 01.1 6-08-01 Continuation of Paratransit Task Force.
- 01-2 7-19-01 Waiver of Entrance Fees at State Beaches on Bay Day.

To obtain more information on Executive Orders or to obtain copies, call the **Office of the Executive Counsel** at 222-2080, Extension 216 or 258.

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The State of Rhode Island is an equal opportunity and diversity employer and reasonable accommodations will be provided. For assistance, call EEO Office at 222-3090. (TDD 222-6144).

State of Rhode Island and Providence Plantations

The Rhode Island Department of Corrections is seeking professionally oriented applicants for a challenging and rewarding career as a:

CORRECTIONAL OFFICER TRAINEE

\$31417 - \$44563 (as of July 2001)

(Upon Successful Completion of Training)

During the 9 weeks of training, will receive base rate of \$400.00/week without benefits. Successful completion of the Pre-Service Program is required to obtain permanent status as a Correctional Officer. Appointment to the position of Correctional Officer (40 hr. work week) will be at the annual salary rate of \$31417 - \$44563.

DUTIES: A Correctional Officer is responsible for the supervision, custody and control of adult inmates incarcerated at the adult correctional facilities in Cranston, Rhode Island.

EDUCATION: Graduation from a senior high school, and

EXPERIENCE: Employment in a private or public agency involving the supervision of others and the enforcement of rules and regulations; OR, any combination of education and experience that shall be substantially equivalent to the above education and experience.

SPECIAL REQUIREMENT: Must be certified as physically and mentally qualified to perform the above duties after passing a medical and psychological examination conducted by a licensed physician and psychologist.

ADVANCEMENT: Opportunities for advancement in the Correctional Officer ranks as well as other career opportunities throughout the department.

BENEFITS: Comprehensive State Employees Benefit Package, including health coverage, paid vacation and personal days, holidays, state retirement system, etc.

QUALIFICATIONS: You must be 18 years old, possess a high school diploma or GED, and pass a comprehensive pre-screening process including a nationwide criminal records check and detailed background investigation.

APPLICATION 7 DOCUMENTS MUST BE SUBMITTED BY SEPTEMBER 14, 2001.

Copies of the following documents are required with application:

Picture ID; Social Security Card or Alien Registration Card; High School Diploma or GED Certification; and (3) Letters of Reference from non-relatives
(Applications without all of the above documents will not be accepted)

FOR FURTHER INFORMATION CALL

Rhode Island Department of Corrections Training Academy, Cranston, RI 02920
(401) 462-2697 TDD (401) 462-5180

or

Contact your local NETWORK RI OFFICE 1-888-616-JOBS OR 222-3606 ext. 107

TO OBTAIN AN APPLICATION ON LINE GO TO www.networkri.org.

Attend a Career Fair on August 4th - Warwick Mall 12pm-4pm

Non-competitive Branch of Service, An Affirmative Action/Equal Opportunity Employer. Minorities, Women, and Protected Groups are encouraged to apply. Rhode Island State Residency Requirement Applies. ADA: If reasonable accommodation is needed in the application process, call 462-3250

Mentors Needed

Could you help guide a woman to a new beginning?

Women's Prison Mentoring Program

Female mentors are needed for women preparing to leave prison and rejoin the community. These women are carefully screened and motivated to make their transition a successful one. If you can spend one hour a week assisting a woman in reaching her goals, please call **Judith Fox** at 462-3161

Mentors for all backgrounds are welcome. Minorities are encouraged to apply.

pRIde in performance



Mark Brown

As Principal Planner with the department of Administration's Statewide Planning Program, Mark G. Brown presides over the twenty-nine member Rhode Island State Data Center. The Data Center is the official state source of demographic, economic, and social statistics produced by the U.S. Census Bureau.

Mark's career in state service began in 1975 as a Housing Specialist with the Department of Community Affairs, where he was active in the administration of federal housing programs. In 1990, Mark accepted an opportunity to join Statewide Planning, working in the Housing and Human Services planning arena.

His decision to fill the recently vacated position of manager of the State Data Center in 1998 coincided with the implementation of numerous geographic, educational, and promotional projects developed by the U.S. Census Bureau in support of Census 2000. With no lead-time on the learning curve, Mark took on the responsibilities with determination, tempered with a certain degree of apprehension.

Census 2000 was the first decennial census to engage the assistance of State Data Centers in the post-enumeration process. This project required commuting to the Census Bureau in Washington every month for six months to examine the accuracy of the state's data files before final clearance.

Data from the millennium census are released by the Census Bureau on a flow basis; 100 percent data from all households are the first to be distributed. Sample data from the long-form questionnaires are scheduled to be released next year; more detailed information will be available in 2003.

In addition to serving as Chair of the State Data Center, Mark is also the Rhode Island representative to the Federal/State Cooperative for Population Estimates and Key Census Designate between the U.S. Census Bureau and the State of Rhode Island. Responding to requests for census information is the mainstay of his day, and according to Mark, it's what he enjoys most about the job.

You can access data on the Statewide Planning Website at www.planning.state.ri.us. Mark can be reached at 6183; his email is mbrown@planning.state.ri.us.

DIVERSITY

The HEALTH Partnership

Bravo to **Dr. Patricia Nolan**, Director of HEALTH, for her commitment to the Governor's Diversity Initiative! Through a Loan Interchange agreement between HEALTH and Department of Administration/Office of Human Resources, Outreach & Diversity (HROD), Dr. Nolan has provided critical support.

William Hollinshead, M.D., Medical Director, and **David Hamel**, Health Administrator (Division of Family Health), were instrumental in this process. They identified the Disability and Health Program as the key program to assist HROD in promoting increased employment for persons with disabilities, and achieving increased access and functioning for current state employees with disabilities, or emerging disabilities.

DIHP Staff who are assisting directly with the Diversity Initiative include: **Jeanne Panarace**, Acting Manager; **Donald Churnick**, Principle Resource Specialist; **Hanna Kim**, Senior Public Health Epidemiologist; **Mary Speare**, Public Health Promotion Specialist; **Jo-Anne Robitaille**, Senior Work Processing Typist.

DIHP Staff are assisting with planning, resource development, analysis of data, community outreach, and forging partnerships with state and

community agencies serving persons with disabilities. In addition, the DIHP, with approval from its federal grantor (National Center on Birth Defects and Developmental Disabilities) is providing \$14,000 to HROD for two major activities: development of a computer work station that is accessible to person with disabilities wishing to conduct job searches; development of a disability page on the soon-to-be-announced Diversity website.

HEALTH is a valued and active partner in achieving diversity in Rhode Island!

A New Race Begins ~ January 2002 Finish Your GED by December 2001



GED Students Have Five Months To Finish Current Test ~ Or Must Start Again On New Exams

According to data published in the 1999 Statistical Abstract of the United States Bureau of Census, 1 out of every 5 people over the age of 25 in Rhode Island lack a high school credential. Using this information, approximately 129,000 to 132,000 Rhode Islanders can be considered as potential participants in program at either the ABE or ASE level.

Adults in Rhode Island who are working toward their high school equivalency (GED) diploma have until December 31, 2001 to successfully complete the current series of GED Tests. In January 2002, the GED Testing Service in Washington, DC will release new tests to replace the current edition. Any GED candidate who has not successfully completed the current GED Tests by that time must start again with the 2002 Series GED Tests to qualify for a high school equivalency (GED) diploma in Rhode Island. The obsolete scores from the current series cannot be "converted" to scores on the new tests.

Persons who have not yet begun taking the battery of five tests, but who are planning to do so, must begin before November 15, 2001. Those who do not pass all five tests must begin testing again in January 2002 with the new GED Tests.

The 2002 GED Tests will continue to measure the major and lasting outcomes of a four-year high school course in English Language Arts, Social Studies, Science and Mathematics. The tests will incorporate the most up-to-date, widely used curriculum standards and standardized assessment practices available. Graduating high school seniors will continue to set the benchmark by which passing scores are set.

Test content and test design specialists working on the new tests recommended against permitting combination of old and new scores because the new GED Tests will differ significantly from the current tests. For example, the new tests will use real-life "authentic" materials to a greater extent. These materials — editorial cartoons, graphs of economic data and business memoranda, for example — cut across traditional high school subject areas and require GED candidates to process information in multiple disciplines simultaneously. According to GED Testing Service Executive Director Joan Auchter, "These types of test questions not only mirror the tasks students are being asked to perform in the K-12 environment, but also closely match the ways adults must function as effective workers, parents, students and citizens."

In addition to significant content changes in the Social Studies and Science Tests, the 2002 Series GED Tests will introduce the use of a calculator during the Math Test. According to GED Test Development Director Lyn Schaefer, "Traditional high school students at ever level are using calculators. In addition, the calculator's presence allows us to introduce more realistic questions into the test." For one half of the GED Math Test, however, examinees will be required to demonstrate their math abilities without a calculator.

Changes to the Language Arts, Writing Test will affect the way the essays are scored and combined with the multiple-choice portion of the test. "In the past, examinees who knew their grammar, but had difficulty expressing themselves in writing could leverage a poor essay with excellent performance on the multiple choice questions. To pass the new Writing Test, they will have to demonstrate better all-around communication skills," says Schaefer.

(Continued on Page 4)

Charity Cribbage Tournament Scheduled for October

John E. Chambers, an Adult Service Social Caseworker for DHS, author of *Cribbage: A New Concept*; director of the New England Cribbage Championships; director of the Ocean State Cribbage Classic; and commissioner of the In-Home Cribbage League, invites cribbage players to a new and exciting type of cribbage tournament. Called the Charity Cribbage Challenge, the entry fee is only \$18.00.

Date and location: The tournament will be held on Sunday, October 21, 2001, at the Faculty Dining Center on the campus of Rhode Island College. Seating is limited to the first 200 players to register.

Starting Time: Registration begins at 8 am, followed by a short orientation at 8:40 am. The tournament will begin promptly at 9 am. Late arrivals will forfeit games completed or in progress.

The Charity Cribbage Challenge is sanctioned by the American Cribbage Congress, and \$1.50 of each participant's entry fee pays for that sanctioning; and National Rating Master Points will be given. For more information on membership in the A.C.C., see tournament director John E. Chambers.

The Charity Cribbage Challenge is a non-profit, non-monetary charity tournament. There is no cash pay back to the players. All net proceeds from the main tournament will be donated to the Providence affiliate of Literacy Volunteers of America, an organization that teaches adults to read.

Awards and Benefits: Trophies will be awarded to the top four players in each tournament. All other players will receive certificates of participation. A free cribbage book will be sent to new players who have not previously played in an A.C.C. tournament.

Format: In the main tournament, each participant will play against 12 different opponents in the morning round. The top 25% will play in a best of three single elimination play-off until a champion is determined. There will be a consolation tournament in the afternoon. The cost is only \$5.00, payable at the tournament. All net proceeds will be donated to the Literacy Volunteers of America Providence affiliate, and Rhode Island College. The consolation tournament will consist of eight games followed by a best of three single elimination play-off, until a champion is determined.

Meals: \$3.00 out of every entry fee is for morning coffee and doughnuts. If you wish to have lunch on campus, the college has a cafeteria directly connected to the faculty center. You must however, check off box 1 on your application. The college needs to know how much extra food to prepare.

Deadline: Applications postmarked later than Monday, October 15, 2001 will not be accepted. Please send in your application early.

Refund Policy: Full refunds WILL NOT be granted after Thursday, October 18, 2001. If you cancel after this date, the entry fee, less committed expenses, will be refunded. Call as early as possible as you must cancel.

Questions? Call the tournament director, **John E. Chambers** at (401) 831-4157.

The Charity Cribbage Challenge

Please check the appropriate boxes below.

1. ☐ I wish to have lunch at the college cafeteria.
2. ☐ Handicapped seating is required.
3. ☐ This will be my first A.C.C. tournament.

Name _____ A.C.C. # _____

Address _____

City _____ State _____ Zip _____

Make check or money order for \$18.00 payable to:
John E. Chambers, P.O. Box 40068, Providence, RI 02940

OTD Training Courses

Late Summer - Early Fall

2001

September

	Fee
14 Assertiveness Training	\$ 80
17 Intro to GroupWise ver. 5.5	70
18 Improving Investigation Skills Through Behavior Analysis and Interrogation	85
18 Intro to Access (Office 97)	65
18 Stereotyping and Diversity: What Does Affirmative Action Have to Do With Me?	50
20 Intro to Microsoft Excel (Office 97)	110
21 Intermediate Microsoft Excel (Office 97)	110
24 Intro to Microsoft Word (Office 97)	110
24 Exploring the Challenges of a Supervisory Position	80
26 Intro to Microsoft Word (Office 97)	110
26 Dissing and Excluding: The Unique Aspects of Girl-on-Girl Bullying and Harassment	30
28 Clinical Work With Men	110

October

3 Review of Blood Borne Pathogens	25
10 An Overview of Child Abuse and Neglect	30
16 Intro to Access (Office 97)	65
17 IV Therapy: Back o Basics	75
18 Attachment: Theory, Research and Practice	110
19 Ethics Case Consultant: Ethical Dilemmas	30
20 ACLS (Advanced Cardiac Life Support)	160
24 Recent Statewide Arbitration Awards	20
24 Psychotherapy With Deaf and Hard of Hearing Clients	30
25 Intro to Microsoft Excel (Office 97)	110
26 Intermediate Microsoft Excel (Office 97)	110
26 Effective Writing (includes textbook)	98
27 ACLS (Advanced Cardiac Life Support)	160
29 Utilizing Strengths-Based Approach in Clinical Treatment	30
30 Making Work Work	80
30 Access Level II (Office 97)	65
31 Intro to Microsoft Word (Office 97)	110
31 Managing Change	80

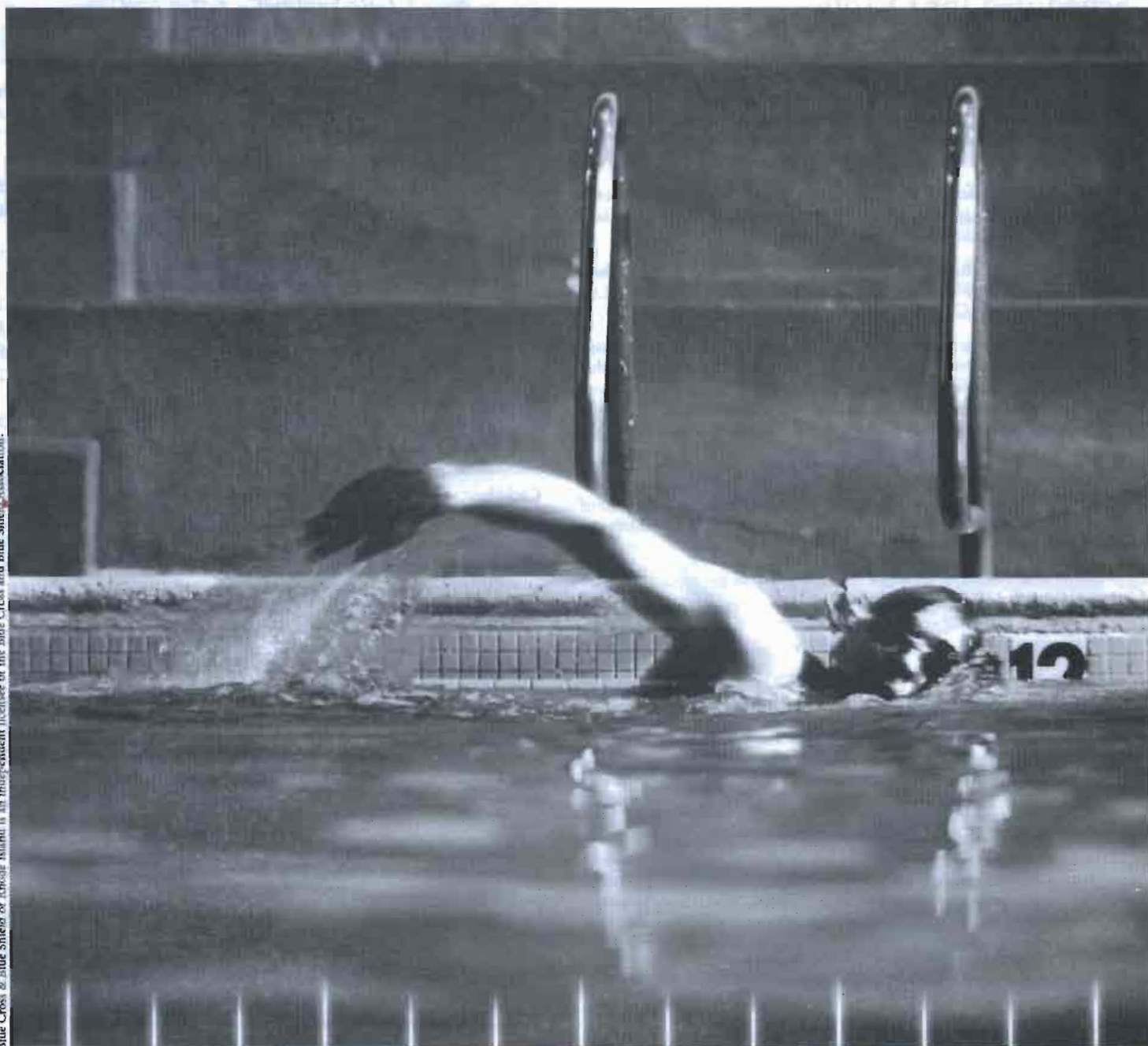
For more information, copies of the OTD Catalog of Training Courses are available from your department's Human Resource Officer or Training Office; or, visit OTD's website www.olis.state.ri.us/otd.htm

A New Race Begins . . .

(Continued from Page 3)

"Nearly 60 years ago", say Auchter, "the GED Tests created a revolution by making it possible for people who had gained high school academic skills and knowledge outside of the traditional classroom to document their ability. We've entered an age where the ability to find and use information is becoming more important than the ability to merely own it. By reflecting the changing needs of society, the GED Tests retain their value to the individual and to educational, business and trade organizations as an authoritative measure of high-school-level skills and knowledge."

Persons who need information about GED testing policies in Rhode Island or assistance with locating testing centers or finding previously earned test scores should telephone 222-4600 ext. 2180 or 2181. Additional information about the GED Tests and testing centers in RI can be found on the RI Department of Education's web site www.ridoe.net.



AGE 7 ▶ *chipped tooth*

AGE 19 ▶ *bruised ribs*

AGE 43 ▶ *knee injury
from life's long journey*

AGE 65 ▶ *arthritis*

*Considering all you may encounter in life, it's important
to have the health care plan that's always there for you.*



**Blue Cross
Blue Shield**
of Rhode Island

Your Plan For Life™
www.bcbsri.com

| Go to Ball Game. Catch ball in mouth.

| Get caps.

| Watch Game on TV.

| Saturday

| Monday

| Saturday

Blue Cross Dental is the dental plan that is there for you, no matter what life brings. It's just the right balance of benefits and affordability, not to mention, it's part of the Blue Cross family of plans that has an exceptional member satisfaction rate. Ask your employer for details.



Your plan for life.